

Agricultural Marketing Service
Office of the Deputy Administrator, Marketing Programs
Poultry Division
Grading Branch
Regional Office
Federal-State Supervisor
Agricultural Commodity Technician (Poultry), GS-1981-5

I. INTRODUCTION

This is an Upward Mobility position. The experience gained on the job will provide the incumbent with the necessary qualifications for entering the GS-1980 Agricultural Commodity Grader Series through on-the-job and formal training. The employee performs duties designed to provide experience in the application of principles, procedures and work techniques.

The employee is assigned to a Federal-State Office which is responsible for carrying out (a) Poultry grading programs for voluntary grading services of poultry, shell eggs and rabbits; and (b) shell egg surveillance within a designated State or combination of States. Assignments may involve details or reassignments to a different geographical area as determined by management.

II. DUTIES AND RESPONSIBILITIES

The incumbent receives training and indoctrination in the basic skills of poultry and shell egg grading and inspection work under the supervision of a fully licensed grader or inspector.

Examines product to determine conformance with approved contract specifications such as grade, weight, packaging and packing, and quality for various types of contracts. Prepares and issues certificates as required.

Monitors the plant and processing operations to assure that the plant remains in compliance with regulations relating to operating procedures and, in shell plants using voluntary grading services, to assure that the facilities and equipment are maintained in a sanitary condition.

In shell egg plants using voluntary grading services, assures only approved chemicals, insecticides, and rodenticides are used; the product is labeled only with approved labels; and inedible product is appropriately identified and controlled.

Prepares and maintains reports and records related to the work such as plant production data, grading results, certificates issued, and administrative information.

**IN ADDITION, THE FOLLOWING DUTIES PERTAIN SPECIFICALLY TO
EITHER POULTRY GRADING OR SHELL EGG ASSIGNMENTS**

Poultry Grading Assignments

Examines whole turkeys, chickens, ducks, geese, or other poultry parts considering such factors as class, fleshing, finish, freedom from defects, age, weight, and other conditions. Applies the official standards and regulations to determine the product's grade based upon grading results.

Shell Egg Assignments

Examines shell eggs for weight, color, soundness, texture of shell, the absence of defects, clarity of yolk outline, and clarity and firmness of albumen.

Assures proper cleaning of eggs, proper cartoning or packaging of shell eggs and recommends the grade determination in accordance with the official standards and regulations.

Adheres to Equal Employment and Civil Rights policies, goals, and objectives in performing the duties of this position. Assures that written and oral communications are bias-free and that differences of other employees and clients are respected and valued.

III. FACTORS

Factor 1. Knowledge Required by the Position

Knowledge of poultry, poultry products and shell eggs and their general characteristics.

Familiarity with the general types of processing and storage methods pertinent to poultry or shell eggs as these affect general product quality.

Ability to learn the official grade standards and regulations, and to learn the specific grading and inspection techniques.

Factor 2. Supervisory Controls

The supervisor or a senior grader provides assignments. Detailed and specific instructions on the methods to be used in performing each phase of the work are given for new assignments.

The incumbent works in strict adherence to the instructions, assistance is readily available as needed, and the employee consults with the supervisor or a senior employee to clarify the original instructions, product conditions, or circumstances which are new or unusual to the employee.

The work is closely reviewed and may be checked while in progress or upon completion for compliance with instructions, for adherence to prescribed methods and procedures, for technical proficiency, and for the accuracy of any determination.

Factor 3. Guidelines

Written guidelines include parts of the official grade standards, regulations, visual aids, instructional training material, technical manuals, and other written guidelines provided locally. However, the trainee is provided with the specific guidelines appropriate to the phase of the work to be done on new assignments; these guidelines are further explained to the employee before the work is performed.

The trainee adheres closely to the guidelines and instructions. Situations not directly covered by the guides (or borderline cases) are referred to a senior worker for clarification (or for determination).

Factor 4. Complexity

The work involves following methods and procedures which are closely related. The technical factors necessary to consider are made relatively apparent and are readily verified. Variations in the work stem primarily from the particular type of poultry, poultry product, or shell egg graded/inspected.

Factor 5. Scope and Effect

The work consists of applying specific procedures to determine product grade or to obtain representative product samples which affect the final grade or condition determination. The work affects the accuracy and reliability of the final determinations and certification.

Factor 6. Personal Contacts

Contacts normally encompass senior graders or immediate supervisor. Additionally, during the course of performing duties, the employee has contacts with employees of the serviced industry such as machine or line operators, packers, lab technicians, foremen, shift supervisors, production or plant managers.

Factor 7. Purpose of Contacts

Contacts with industry employees are for the purpose of coordinating the technicians own sampling or grading work with plant activities. Incumbent must maintain the cooperation of employees and managers of the plant to assure an acceptable level of on-site compliance with program policies, and to resolve operating problems. Significant questions and problems are referred to the supervisor or a senior grader for resolution.

Factor 8. Physical Demands

Commodity grading work requires periods of physical exertion to lift and move boxes and cartons of products often weighing over 50 pounds; prolonged periods of standing, walking, stooping, bending, and climbing; physical coordination and finger dexterity in at least one hand for poultry

grading assignments, and two hands for shell egg assignments to perform digital examination of eggs; ability to assure safety, in highly-mechanized noisy environment through adequate or correctable hearing; and the ability to determine product qualities through smell.

Factor 9. Work Environment

The work environment is in a poultry or shell egg plant which involves moderate discomforts and risks such as the cold temperatures of freezer storage areas, the presence of processing equipment, moving parts and forklifts, and wet, slippery floors.